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YOUR GUIDE TO TRANSFORMATION IN EUROPE - LOCAL NATIONAL EMPLOYEES IN GERMANY



## Reduction in Force & Local National Employees

Restructuring often results in end-state organizations that are smaller, either as a result of a decreased mission requirement or the consolidation of organizations. In the overseas theater, civilian resources are a mix of U.S. and local national (LN) employees. Organization heads must evaluate the necessary skill requirements in the restructured organization, and determine whether to fill positions once authorized as U.S. or LN. These designations can have a significant effect on the civilian workforce. Management officials must exercise all available flexibility during the restructuring process to ensure the least amount of adverse action to our most critical resource - the people.

When LN employees are affected by reduction in force (RIF), the Law on Protection From Termination of Employment (KSchG) requires appropriate consideration of social factors (social selection) to determine the retention standing of affected employees. Questionnaire for Social Data are used to collect the data.

For the social selection in connection with terminations for organizational reasons, the following social selection-retention-credit factors and retention-credit points are to be used:

**a. Length of Service:** 2 points will be credited for each completed year of creditable service plus additional bonus points for completion of 10 years as follows:

- 4 bonus points for 10 years of service
- 8 bonus points for 15 years of service
- 12 bonus points for 20 years of service
- 16 bonus points for 25 years of service
- 20 bonus points for 30 years of service

**b. Age:** 1 point will be credited for each completed year of age beginning with age 18, with the total number of points not to exceed 45.

**c. Support Obligations:**

- (1) 8 points will be credited for each dependent child.
- (2) 8 points will be credited for a spouse or registered civil

partner without an income from self-employment or employment.

(3) 4 points will be credited for a spouse or registered civil partner with an income above the insignificant employment limit provided that the spouse's monthly income does not exceed the employee's monthly income (proof is required).

(4) 4 additional points will be credited for each dependent child provided the child lives in a joint household with a single-parent employee.

(5) 4 points will be credited for each additional person who is considered dependent because of legal obligations (corresponding official verification required).

**d. Severely Handicapped Persons:** Severely handicapped persons with a handicap degree of at least 50 and personnel of equal status.

Severely handicapped employees and employees with equal status will receive a base rate of 8 points plus an additional points based on the table below:

Handicap Degree 50:	8 points
Handicap Degree 60:	9 points
Handicap Degree 70:	10 points
Handicap Degree 80:	11 points
Handicap Degree 90:	12 points
Handicap Degree 100:	13 points

To resolve cases involving an equal number of social-retention points, the following social-retention credit factors will be used as tiebreakers. They will be used in the following order:

- (1) A permanent health impairment recognized by the Federal Accident Insurance acquired on-the-job.
- (2) Length of service.
- (3) Support obligations.
- (4) Single parent.
- (5) Severely handicapped status.

Reference: Army in Europe Regulation 690-84 and 690-84G



## FEEDBACK

Your suggestion for future topics and or questions regarding civilian personnel aspects of Rebasing/Restructuring/RIF that you would like to see addressed via this forum would be appreciated.

Send comments to [CHREURDO@cpoceur.army.mil](mailto:CHREURDO@cpoceur.army.mil)

# what's **Hot!**

For more information about restructuring, check out the CHRA-E website at [www.chra.eur.army.mil](http://www.chra.eur.army.mil)